

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Effective Date of Pay Rates	Probate Court Administrator		Probate	Register	Chief Deputy Probate	Deputy Register
Alcona	1-01	N/C		16,336	25,110	N/C	
Alger	1-01	N/C		29,767	29,767	N/C	
Allegan	1-00 (A)	N/C		30,098	42,162	23,816	29,848
Alpena	1-00 (A)	N/C		21,250	25,620	N/C	
Antrim	1-01	N/C		23,739	27,947	N/C	
Arenac	1-01	N/C		22,000	22,000	N/C	
Baraga	10-00	N/C		22,513	22,513	N/C	
Barry	1-01	(I)		25,100	30,121	N/C	
Bay	1-01	52,228	60,466 (N)	32,510	39,707	35,152	38,854
Benzie	1-01	N/C		25,670	25,670	N/C	
Berrien	1-01	44,474	65,708 (N)	30,446	42,840	25,162	35,405
Branch	1-01	N/C		31,907	39,874	N/C	
Calhoun	1-01	56,688	68,905 (U)	(V)		N/C	
Cass	1-01	N/C		26,766	33,393	20,388	25,235
Charlevoix	1-01	(I)		28,665	34,964	N/C	
Cheboygan	1-00 (A)	N/C		29,882	29,882 (c)	(d)	
Chippewa	2-01	53,241	53,241 (N)	28,192	32,687	N/C	
Clare	1-01	41,898	41,898 (h)	25,060	29,143	N/C	
Clinton	1-01	47,054	55,601 (N)	27,499	32,998	N/C	
Crawford (hhh)							
Delta	10-00 (A)	N/C		25,323	34,464	N/C	
Dickinson	1-01	N/C		24,564	29,476	N/C	
Eaton	10-00	(LLL)		26,676	31,757	N/C	
Emmet	1-01	(I)		27,649	30,235	N/C	
Gd Traverse	1-01	33,865	42,344 (N)	(V)		N/C	
Genesee	1-01	N/C		39,697	56,087	N/C	
Gladwin	1-01	(k)		25,844	25,844	N/C	
Gogebic	7-00	N/C		23,977	23,977	N/C	
Gratiot	10-00	N/C		25,000	31,134	23,000	29,000
Hillsdale	1-01	N/C		21,257	28,906	19,676	25,631
Houghton	1-01	N/C		23,049	27,749	N/C	
Huron	1-01	N/C		26,778	31,907	N/C	
Ingham	01-00	71,065	79,497	(V)		29,730	35,684
Ionia	1-01	N/C		26,391	31,653	N/C	
Iosco	1-01	N/C		30,867	37,585*	N/C	
Iron	1-01	N/C		24,747	24,747	N/C	
Isabella	1-01	(u)		24,950	29,939	25,699	30,837
Jackson	1-01	(u)		35,825	43,066	26,823	32,245

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Effective Date of Pay Rates	Probate Court Administrator		Probate Register		Chief Deputy Probate Register	
Kalkaska (hhh)	(hhh)						
Kent	1-01	60,748	88,086	(V)		40,959	59,391
Keweenaw	1-01	N/C		20,219	20,219	N/C	
Lake	1-01	33,242	28,179 (NN)	(V)		N/C	
Lapeer	1-01	N/C		28,516	34,860	N/C	
Leelanau	1-01	32,159	38,589	(V)		N/C	
Lenawee	1-01	47,086	65,501 (N)	(V)		30,074	36,612
Livingston	1-01	43,875	53,087 (N)	27,800	33,635	N/C	
Luce	1-01	N/C		29,708	29,708	N/C	
Mackinac	1-00 (A)	(I)		21,350	26,088	N/C	
Macomb	1-00 (A)	61,695	77,118	(V)		28,337	35,421 (*)
Manistee	1-01	N/C		26,520	31,863	N/C	
Marquette	1-01	N/C		26,686	32,656	N/C	
Mason	1-01	N/C		19,219	28,163	N/C	
Mecosta	1-01	N/C		36,599	36,599	N/C	
Menominee	10-00	N/C		27,076	29,333	N/C	
Midland	1-01	N/C		29,740	38,962	N/C	
Missaukee	1-01	N/C		21,845	21,845	N/C	
Monroe	1-01	56,388	70,491 (N)	31,200	39,000	25,188	31,491
Montcalm	1-00 (A)	N/C		31,549	31,549	N/C	
Montmorency	1-01	N/C		18,150	21,969	N/C	
Muskegon	1-00 (A)	N/C		39,372	49,967 (*)	N/C	
Newaygo	1-01	N/C		27,560	32,364	N/C	
Oakland	10-00	N/C		54,325	70,682	35,725	46,503
Oceana	1-01	N/C		21,567	25,080	N/C	
Ogemaw	1-01	24,760	29,565	(V)		N/C	
Ontonagon	10-00	N/C		18,213	21,136 (uu)	N/C	
Osceola	1-01	N/C		24,315	26,052	N/C	
Oscoda	1-00 (A)	N/C		21,088	21,088 (ww)	N/C	
Otsego	1-01	(ccc)		21,742	41,437 (eee)	N/C	
Ottawa	1-01	N/C		34,806	45,601	25,218	31,764
Presque Isle	1-01	N/C		22,149	22,149 (XXX)	N/C	
Roscommon	1-01	18,500	30,498 (N, xx)	(V)		N/C	
Saginaw	10-00	39,758	49,514	(V)		25,068	31,260
Sanilac	01-01	N/C		32,041	32,041	N/C	
Schoolcraft	1-01	N/C		26,172	26,172	N/C	
Shiawassee	1-01	N/C		28,224	34,530	23,758	29,067
St Clair	1-01	52,386	63,758 (N)	35,713	41,481	29,439	32,755

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Effective Date of Pay Rates	Probate Court Administrator	Probate Register		Chief Deputy Probate Register
St Joseph	1-01	N/C	27,361	35,571	N/C
Tuscola	7-99 (A)	N/C	26,052	27,729	N/C
Van Buren	1-01	(I)	23,848	33,033	N/C
Washtenaw	1-01	N/C	32,215	45,852	N/C
Wayne	12-00 (A)	N/C	87,302	113,362	73,294 99,354
Wexford	1-00 (A)	22,488 29,206	(V)		N/C

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Deputy Probate Register		Secretary	Typist/Clerk		Estate Analyst	
Alcona	(B)		N/C	N/C		(C)	
Alger	(III)		N/C	N/C		N/C	
Allegan	22,652	28,580	N/C	N/C		N/C	
Alpena	17,817	22,549	N/C	N/C		(C)	
Antrim	N/C		N/C	N/C		(C)	
Arenac	N/C		N/C	N/C		N/C	
Baraga	N/C		N/C	N/C		(C)	
Barry	(J)		N/C	N/C		(C)	
Bay	25,875	31,595	N/C	N/C		N/C	
Benzie	7,500	7,500 (S)	N/C	N/C		N/C	
Berrien	19,847	26,597	N/C	N/C		N/C	
Branch	25,334	31,678	N/C	N/C		(C)	
Calhoun	23,519	28,588	N/C	N/C		N/C	
Cass	N/C		N/C	19,547	24,164	(C)	
Charlevoix	N/C		N/C	N/C		N/C	
Cheboygan	20,309	20,309	N/C	N/C		N/C	
Chippewa	22,193	25,728	N/C	N/C		N/C	
Clare	N/C		N/C	N/C		N/C	
Clinton	23,797	28,556	N/C	N/C		N/C	
Crawford (hhh)							
Delta	17,209	22,235	N/C	N/C		N/C	
Dickinson	N/C		N/C	N/C		N/C	
Eaton	24,530	29,201	N/C	N/C		N/C	
Emmet	N/C		N/C	N/C		N/C	
Gd Traverse	20,319	25,428	N/C	19,013	23,732	23,302	29,133
Genesee	21,486	36,992	N/C	N/C		26,917	30,906
Gladwin	N/C		N/C	N/C		N/C	
Gogebic	21,349	21,349	N/C	N/C		N/C	
Gratiot	20,000	23,000	N/C	N/C		N/C	
Hillsdale	N/C		N/C	N/C		N/C	
Houghton	18,116	20,846 (S)	N/C	N/C		N/C	
Huron	21,572	25,530	N/C	N/C		(C)	
Ingham	26,479	31,776	N/C	N/C		N/C	
Ionia	22,515	27,014	N/C	N/C		N/C	
Iosco	(f)		N/C	N/C		N/C	
Iron	8,355	8,355 (S)	N/C	N/C		N/C	
Isabella	N/C		N/C	N/C		N/C	

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Deputy Probate Register		Secretary	Typist/Clerk		Estate Analyst	
Jackson	21,595	25,960	N/C	N/C		N/C	
Kalamazoo	23,649	28,662	N/C	N/C		N/C	
Kalkaska (hhh)							
Kent	N/C		24,075	34,910	22,859	30,430	N/C
Keweenaw	N/C		N/C	N/C		N/C	
Lake	23,796	27,685	17,284	20,092	N/C		N/C
Lapeer	N/C		N/C	20,737		25,168	N/C
Leelanau	22,804	25,543	N/C	N/C		N/C	
Lenawee	17,319	23,978	N/C	N/C		N/C	
Livingston	23,844	28,849	N/C	22,060		26,695	35,782 43,962
Luce	(I)		(C)	N/C		N/C	
Mackinac	(f)		N/C	N/C		(C)	
Macomb	26,024	32,530 (*)	32,821	41,026 (*)	21,554	24,633 (*)	36,26 45,334 (*)
Manistee	(ZZ)		N/C	N/C		N/C	
Marquette	26,686	32,656	N/C	N/C		N/C	
Mason	N/C		N/C	N/C		N/C	
Mecosta	21,216	21,216	N/C	N/C		N/C	
Menominee	26,180	28,362	N/C	N/C		N/C	
Midland	23,608	31,160	N/C	N/C		N/C	
Missaukee	N/C		N/C	N/C		N/C	
Monroe	21,424	26,790	23,130	28,309	20,030	25,022	N/C
Montcalm	N/C		N/C	21,402		26,496	N/C
Montmorency	(oo)		N/C	N/C		(C)	
Muskegon	25,767	32,673 (*)	N/C	17,789		22,393 (*)	N/C
Newaygo	22,713	26,728	N/C	N/C		N/C	
Oakland	N/C		26,879	35,006	20,584	28,900	N/C
Oceana	N/C		N/C	N/C		N/C	
Ogemaw	23,269	26,942	N/C	20,422		23,435	N/C
Ontonagon	N/C		N/C	N/C		N/C	
Osceola	(f)		N/C	N/C		N/C	
Oscoda	N/C		N/C	N/C		N/C	
Otsego	N/C		N/C	N/C		N/C	
Ottawa	22,400	27,779	N/C	N/C		N/C	
Presque Isle	13,992	13,992	N/C	N/C		N/C	
Roscommon	17,527	21,586	N/C	N/C		N/C	
Saginaw	22,392	27,763	N/C	19,370		23,609	N/C
Sanilac	22,030	25,484	N/C	N/C		(E)	
Schoolcraft	(zz)		N/C	N/C		N/C	

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Deputy Probate Register		Secretary		Typist/Clerk	Estate Analyst		
Shiawassee	21,793	26,663	N/C		25,813	31,580	N/C	
St Clair	25,612	29,654	24,870	27,477	24,208	26,648	28,430	31,589
St Joseph	21,786	28,321	N/C		N/C		N/C	
Tuscola	22,742	23,283	N/C		N/C		N/C	
Van Buren	19,305	26,773	N/C		18,232	25,077	N/C	
Washtenaw	N/C		N/C		22,376	30,622	N/C	
Wayne	17,456	59,434 (GGG)	36,810	50,690	21,196	31,109	41,259	59,434
Wexford	N/C		18,993	23,634	N/C		N/C	

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Mental Health Supervisor/Coordinator		Judicial Secretary		Court Recorder		Court Reporter	
Alcona	(C)		(C)		(C)		N/C	
Alger	N/C		N/C		(C)		N/C	
Allegan	N/C		N/C		(C)		N/C	
Alpena	(C)		(C)		(E)		N/C	
Antrim	(C)		(C)		(C)		N/C	
Arenac	N/C		(C)		(C)		N/C	
Baraga	N/C		N/C		(C)		N/C	
Barry	N/C		(C)		(J) (K)		N/C	
Bay	37,523	41,787	N/C		28,912	37,440	N/C	
Benzie	N/C		N/C		(C)		(C)	
Berrien	N/C		22,874	32,186	(K)		N/C	
Branch	N/C		N/C		(E) (K)		N/C	
Calhoun	N/C		(W)		27,180	33,307 (W)	N/C	
Cass	N/C		N/C		(C) (K)		N/C	
Charlevoix	N/C		N/C		(C)		N/C	
Cheboygan	N/C		N/C		24,744	24,744	N/C	
Chippewa	N/C		N/C		(f)		N/C	
Clare	N/C		N/C		(i)		N/C	
Clinton	N/C		(d)		25,784	31,207	N/C	
Crawford (hhh)								
Delta	N/C		(C)		(C)		N/C	
Dickinson	N/C		N/C		(C)		N/C	
Eaton	N/C		26,676	31,757	(ee)		N/C	
Emmet	N/C		(OO)		(OO)		N/C	
Gd Traverse	33,865	42,344	20,319	25,428	N/C		27,519	34,393
Genesee	N/C		(d)		26,059	41,143 (K)	N/C	
Gladwin	N/C		N/C		(i)		N/C	
Gogebic	N/C		N/C		(C) (E)		N/C	
Gratiot	N/C		(C)		(C) (E)		N/C	
Hillsdale	N/C		N/C		(C)		N/C	
Houghton	N/C		N/C		(E)		N/C	
Huron	N/C		(C)		(C)		N/C	
Ingham	(E)		31,792	37,493	N/C		37,766	55,776
Ionia	N/C		N/C		24,443	29,324	N/C	
Iosco	N/C		N/C		(C)		N/C	
Iron	N/C		N/C		(SSS)		N/C	
Isabella	N/C		(d)		25,699	30,837	N/C	

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Mental Health Supervisor/Coordinator		Judicial Secretary		Court Recorder		Court Reporter	
Jackson	N/C		N/C		(C) (w)		N/C	
Kalamazoo	23,649	28,662	(d)		27,913	36,296 (K)	N/C	
Kalkaska (hhh)								
Kent	26,923	39,038	(II)		27,144	36,628	N/C	
Keweenaw	N/C		N/C		N/C		N/C	
Lake	N/C		N/C		N/C		(OO)	
Lapeer	N/C		N/C		24,440	30,097	N/C	
Leelanau	N/C		(E)		(E)		N/C	
Lenawee	N/C		22,954	29,840	22,954	29,840	N/C	
Livingston	(C)		27,800	33,635	23,844	28,849	N/C	
Luce	N/C		N/C		(C)		N/C	
Mackinac	(C)		(C)		(f)		N/C	
Macomb	35,241	44,051 (*)	32,821	41,026 (*)	N/C		45,905	45,905 (*)
Manistee	N/C		N/C		(C)		N/C	
Marquette	N/C		(E)		25,022	30,617	N/C	
Mason	N/C		N/C		(f)		N/C	
Mecosta	N/C		23,662	31,059	(ee)		N/C	
Menominee	N/C		N/C		(E)		N/C	
Midland	N/C		N/C		(C) (E)		N/C	
Missaukee	N/C		N/C		(C)		N/C	
Monroe	N/C		(d)		25,188	31,491	N/C	
Montcalm	N/C		N/C		(C) (kk)		N/C	
Montmorency	(C)		(C)		(C)		N/C	
Muskegon	N/C		(d)		23,443	29,729 (*,K)	N/C	
Newaygo	N/C		(C)		(E)		N/C	
Oakland	32,494	42,302	N/C		(K)		N/C	
Oceana	N/C		N/C		(C)		N/C	
Ogemaw	N/C		N/C		(E)		N/C	
Ontonagon	N/C		N/C		(C)		N/C	
Osceola	N/C		(vv)		(vv)		N/C	
Oscoda	N/C		N/C		(C)		N/C	
Otsego	N/C		(C)		(ddd)		N/C	
Ottawa	N/C		19,317	23,556	(K)		N/C	
Presque Isle	N/C		N/C		(C)		N/C	
Roscommon	2,500	11,408 (S)	N/C		(C) (E)		N/C	
Saginaw	N/C		29,807	37,164	N/C		40,674	40,674
Sanilac	N/C		(E)		(E)		N/C	

PAY RATES FOR 11 PROBATE COURT CLASSIFICATIONS

County	Mental Health Supervisor/Coordinator	Judicial Secretary	Court Recorder	Court Reporter
Schoolcraft	N/C	N/C	(C) (E)	N/C
Shiawassee	N/C	(d)	25,813 31,580	N/C
St Clair	N/C	27,816 33,853	N/C	30,763 35,680
St Joseph	N/C	N/C	N/C	(C,E,K)
Tuscola	N/C	N/C	28,238 30,596	N/C
Van Buren	N/C	21,216 29,659	(ee)	N/C
Washtenaw	N/C	27,115 38,592	23,941 32,766	N/C
Wayne	47,282 79,144	31,321 55,285	N/C	31,923 46,306 (K)
Wexford	N/C	N/C	(HHH)	N/C

GENERAL PAY PRACTICES INFORMATION

County	Hrs. In Std. Work Week	No. of Yrs. In Pay Ranges	Number of Full-Time Equivalent Employees:(iii)			Cost of Living	Organization Representing Court Employees
			Probate Court	Other	Total		
Alcona	35	N/A	1.5		1.5	No	No
Alger	35	N/A	1.7		1.7	No	No
Allegan	40	8	3		3	No	No
Alpena	35	4	2		2	No	No
Antrim	37.5	3	1		1	No	TEAMSTERS
Arenac	40	N/A	1		1	No	No
Baraga	35	5	1		1	No	No
Barry	40	4	1.35	.4	1.75	No	Co Assoc
Bay	40	3	4		4	No	USWA
Benzie	37.5	1	1		1	No	No
Berrien	37.5	7	6		6	No	AFSCME
Branch	40	5	2		2	No	SEIU
Calhoun	40	4	7		7	No	No
Cass	40	5	3		3	No	CO ASSOC
Charlevoix	40	8	1		1	No	No
Cheboygan	35	N/A	2.5		2.5	No	No
Chippewa	35	3	2		2	No	AFSCME
Clare	37.5	4	1		1	No	No
Clinton	40	4	3		3	No	No
Crawford	(hhh)						No
Delta	40	2	2		2	No	AFSCME
Dickinson	37.5	3	1		1	No	AFSCME
Eaton	40	4-6	3.5		3.5	No	No
Emmet	40	5	1		1	No	No
Gd Traverse	37.5	5	6.5		6.5	No	No
Genesee	40	7-9	24	4	28	No	AFSCME,CT ASSOC
Gladwin	35	2	1		1	No	No
Gogebic	35	N/A	2		2	No	No
Gratiot	40	N/A	3		3	No	No
Hillsdale	40	4	2		2	No	No
Houghton	37.5	3.5	1.2		1.2	No	AFSCME
Huron	37.5	10	2		2	No	AFSCME
Ingham	40	4-5	9.5		9.5	No	OPEIU,UAW
Ionia	37.5	6	4		4	No	No
Iosco	40	3	1		1	Yes	ICW
Iron	37.5	N/A	1.5		1.5	No	No
Isabella	37.5	6	3		3	No	ICPJEA

GENERAL PAY PRACTICES INFORMATION

County	Hrs. In Std. Work Week	No. of Yrs. In Pay Ranges	Number of Full-Time Equivalent Employees:(iii)			Cost of Living	Organization Representing Court Employees
			Probate Court	Other	Total		
Jackson	40	5	3		3	No	AFSCME
Kalamazoo	40	7	11		11	No	UAW
Kalkaska	(hhh)						No
Kent	40	5.5	13		13	No	UAW
Keweenaw	35	N/A	1		1	No	No
Lake	40	5-6	2		2	No	No
Lapeer	40	4	3		3	No	No
Leelanau	35	3-5	2		2	No	No
Lenawee	37.5	8	7		7	No	GELC
Livingston	40	4	7		7	No	MAPE
Luce	35	N/A	1		1	No	No
Mackinac	35	N/A	1.16		1.16	No	No
Macomb	37.5	3.5	33.5		33.5	Yes	UAW, TEAMSTERS
Manistee	37.5	0-4	1.6		1.6	No	No
Marquette	40	4	4		4	No	AFSCME
Mason	40	4	1.25		1.25	No	No
Mecosta	37.5	3	3		3	No	No
Menominee	40	6	2		2	No	TEAMSTERS
Midland	40	7-10	3		3	No	USWA
Missaukee	40	N/A	.5		.5	No	No
Monroe	40	8	9		9	No	No
Montcalm	40	4	2		2	No	AFSCME
Montmorency	35	N/A	1.2		1.2	No	No
Muskegon	40	8	5		5	Yes	TEAMSTERS
Newaygo	40	2	2	.5	2.5	No	No
Oakland	40	5	35		35	No	AFSCME
Oceana	35	4	1	.15	1.15	No	No
Ogemaw	35	4	3		3	No	No
Ontonagon	35	3	1		1	No	AFSCME
Osceola	37.5	5	1		1	No	No
Oscoda	35	N/A	1		1	No	No
Otsego	35-37.5	1	3		3	No	No
Ottawa	40	5	4		4	No	No
Presque Isle	35	N/A	1.6		1.6	No	No
Roscommon	35	5	4.5		4.5	No	No
Saginaw	40	5	8		8	No	OPEIU
Sanilac	37.5	3	3		3	No	AFSCME

GENERAL PAY PRACTICES INFORMATION

County	Hrs. In Std. Work Week	No. of Yrs. In Pay Ranges	Number of Full-Time Equivalent Employees:(iii)			Cost of Living	Organization Representing Court Employees
			Probate Court	Other	Total		
Schoolcraft	35	5	1.6		1.6	No	No
Shiawassee	40	4	5.5		5.5	No	Co Assoc
St Clair	37.5	N/A	9		9	No	Ct. Assoc.,TPOAM
St Joseph	40	8	2		2	No	AFSCME
Tuscola	37.5	4	3		3	No	AFSCME
Van Buren	37.5	3	4.5		4.5	No	CT ASSOC,AFSCME
Washtenaw	37.5	9	7	1	8	No	No
Wayne	40	8	89		89	No	AFSCME,GAA
Wexford	37.5	6	1.5		1.5	No	No
TOTAL			421.66	6.05	427.71		

VACATION

County	Number of days earned per years of service:							Maximum Accumulation	Pay for unused Vacation upon:		
	1	2	3-4	5-9	10-14	15-19	20+		Sep.	Death	Retire.
Alcona	10	10	10	15	15	20	20	20	Yes	Yes	Yes
Alger	5	10	10	10-15	15-20	20-25	25	Within yr	Yes	Yes	Yes
Allegan	5	10	11-12	13-17	18-20	20	20	30	Yes	Yes	Yes
Alpena	10	10	10	10-13	15	20	20	10	Yes	Yes	Yes
Antrim	6.5	10	13	15	17	19	21	20	Yes	Yes	Yes
Arenac	10	10	10	10-14	15-19	20-24	25	30	Yes	Yes	Yes
Baraga	5	10	10	10-15	15-20	20	20	Within yr	Yes	Yes	Yes
Barry	10	10	10	15	20	20	20	10	Yes	Yes	Yes
Bay	12 (O)	13	14-15	16-20	21-22	22	22	30	Yes	Yes	Yes
Benzie	10 (T)	10	10-15	15	15	15	15	Within yr	Yes	Yes	Yes
Berrien	10	10	10	15	15	20	25	25	Yes	Yes	Yes
Branch	10	10	10	10-15	15-19	20	20	20	Yes	Yes	Yes
Calhoun	10	10	10-15	15-20	20-25	25	25	25	Yes	Yes	Yes
Cass	5 (Y)	10	10	15	20	20	20	(Z)	Yes	Yes	Yes
Charlevoix	5	10	10	15	20-23	24-29	30	Within yr	Yes	Yes	Yes
Cheboygan	12	12	12	12-15	15	20	20	5	Yes	Yes	Yes
Chippewa	5	10	10	10-15	15-20	20-25	25	Within yr	Yes	Yes	Yes
Clare	6	12	12	18	18	18	18	23	Yes	Yes	Yes
Clinton	10	10	10	10-15	15-17.5	20	22.5	5	Yes	Yes	Yes
Crawford	(hhh)										
Delta	5	10	10	15-19	20-24	25-29	30	Within yr	Yes	Yes	Yes
Dickinson	5	10	10	10-15	15	20	25	1.5 x accrl.	Yes	Yes	Yes
Eaton	10	10	10	15	20	20	20	30	Yes	Yes	Yes
Emmet	5	10	10	15	20	20	25	Within yr	Yes	Yes	Yes
Gd Traverse	10	10	12	15	15	20	20	20	Yes	Yes	Yes
Genesee	11.25	11.25	11.25	16.25	21.25	25	25	1.5 x accrl	Yes	Yes	Yes
Gladwin	6	12	12	18	18	18	18	23	Yes	Yes	Yes
Gogebic	5	10	11-12	13-17	18-22	23-25	25	Within yr	Yes	Yes	Yes
Gratiot	12	12	12	12-14	14-16	16-18	20	30	Yes	Yes	Yes
Hillsdale	5	10	15	20	20	20	20	Within yr	Yes	Yes	Yes
Houghton	5	10	10	15	20	20	20	Within yr	Yes	Yes	Yes
Huron	5	10	12	12-19	19-25	25	25	Within yr	Yes	Yes	Yes
Ingham	11	12	13-16	16-17	19	21	22	37.5 (OOO)	Yes	Yes	Yes
Ionia	5	10	10	10-15	15-20	20	20	7	Yes	Yes	Yes
Iosco	5	10	10	15	15-20	20-24	25	30	Yes	Yes	Yes
Iron	10	10	10	15-19	20-24	25	25	15	Yes	Yes	Yes

VACATION											
County	Number of days earned per years of service:							Maximum Accumulation	Pay for unused Vacation upon:		
	1	2	3-4	5-9	10-14	15-19	20+		Sep.	Death	Retire.
Isabella	5	10	10	15	20	20	20	20	Yes	Yes	Yes
Jackson	22.5 (Y)	22.5	22.5	22-27.5	27-32.5	32-37.5	37.5	varies	Yes	Yes	Yes
Kalamazoo	13	13	13	15	17	19	21	30 (CC)	Yes	Yes	Yes
Kalkaska	(hhh)										
Kent	10-12	10-12	10-12	10-15	16-19	20-24	25	35	Yes	Yes	Yes
Keweenaw	5	10	10	15	20-24	25	25	Within yr	Yes	Yes	Yes
Lake	5	5	5 -10	10-15	15-20	20	20	20	Yes	Yes	Yes
Lapeer	10	15	15	15-20	20	20	25	Within yr	Yes	Yes	Yes
Leelanau	6	12	12	18	18	18	18	30	Yes	Yes	Yes
Lenawee	16	21	21	21-24	24-26	26	26	Within yr	Yes	Yes	Yes
Livingston	10	10	10	15	20	20	20	Within yr	Yes	Yes	Yes
Luce	13	15	15	18	20	22	24.5	(YY)	Yes	Yes	Yes
Mackinac	5	10	10-15	15-20	20	25	25	25	Yes	Yes	Yes
Macomb	10	10	10	15	17-20	20	21	30	Yes	Yes	Yes
Manistee	10	10	10	15	20	20	20	Within yr	Yes	Yes	Yes
Marquette	5	11	12-13	14-15	16-20	20	20	25	Yes	Yes	Yes
Mason	12	12	12	15-19	20	20	20	Within yr	Yes	Yes	Yes
Mecosta	9	12	12	12-15	15-18	18	18	30	Yes	Yes	Yes
Menominee	6	12	13-14	15-19	20-24	25-29	30	30	Yes	Yes	Yes
Midland	15 (gg)	15	15	19	22	23	23	10	Yes	Yes	Yes
Missaukee	5	10	10	13-15	15-20	20	25	5	Yes	Yes	Yes
Monroe	9	10.5	10.5	10-15	15-18	20.25	25.5	Within yr	Yes	Yes	Yes
Montcalm	10	10	10	10-15	15	20	20-25	Within yr	Yes	Yes	Yes
Montmorency	5	10	10	15	15	15	20	Within yr	Yes	Yes	Yes
Muskegon	13	13	13	13-16	16-19	19-23	24	2 x accrl	Yes	Yes	Yes
Newaygo	5	10	10	10-15	15-20	20	25	Within yr	Yes	Yes	Yes
Oakland	10	12	12	15	18	20	22-24	1.5 x accrl	Yes	Yes	Yes
Oceana	5	10	10	15	20	20	20	Within yr	Yes	Yes	Yes
Ogemaw	10	10	10	15-19	20-23	23	23	Within yr	Yes	Yes	Yes
Ontonagon	10	15	15	20-23	23-25	25	25	Within yr	Yes	Yes	Yes
Osceola	5	10	10-11	11-13	15-18	19-20	20	Within yr	Yes	Yes	Yes
Oscoda	9	10	12	12-18	18	24	24	30	Yes	Yes	Yes
Otsego	11	12	13-14	15-19	20	20	20	10	Yes	Yes	Yes
Ottawa	15	15	15	15	20	20	20	200 hrs	Yes	Yes	Yes
Presque Isle	10	10	10	12	14	20	20	Within yr	Yes	Yes	Yes
Roscommon	5	10	10	15-20	20	20	20	20	Yes	Yes	Yes
Saginaw	17 (Y)	17	19	21	23	25	27	1200 hrs	Yes	Yes	Yes

VACATION

County	Number of days earned per years of service:							Maximum Accumulation	Pay for unused Vacation upon:		
	1	2	3-4	5-9	10-14	15-19	20+		Sep.	Death	Retire.
Sanilac	5	10	10	15-20	20	20	20	20	Yes	Yes	Yes
Schoolcraft	5	10	10	15	20	25	25	Within yr	Yes	Yes	Yes
Shiawassee	10	11	12-13	14-18	19-23	24-25	25	Within yr	Yes	Yes	Yes
St Clair	10	10	12	15	17	23	23	35	Yes	Yes	Yes
St Joseph	13	13	13	15-17	17-20	20	25-30	1.5 x accrl	Yes	Yes	Yes
Tuscola	12	12	12	12-17	20	22	22	Within yr	Yes	Yes	Yes
Van Buren	10	10	13	13-17	17	17	17	30	Yes	Yes	Yes
Washtenaw	12	15	15	15-18	18-20	20-22	22-25	2 x accrl	Yes	Yes	Yes
Wayne	12	12	12	15	18	21	24	54	Yes	Yes	Yes
Wexford	10	10	10	15	20	20	20	5	Yes	Yes	Yes

SICK LEAVE

County	Paid Sick Days/Year	Maximum Accumulation	% Pay for unused sick leave upon:			Bereavement Leave Days Immed.Family
			Separation	Death	Retirement	
Alcona	12	84	0	0	60	3
Alger	12	75	100	100	100	3
Allegan	(D)	N/A	N/A	N/A	N/A	3
Alpena	6	12	0	0	50	3
Antrim	8	8	(H)	(H)	(H)	3
Arenac	8	20	33	66	33	3
Baraga	12	60	100	100	100	3
Barry	9	90	100(L)	100(L)	100(L)	3
Bay	12	30	0	(P)	(P)	3
Benzie	12	60	15 days	50	50	3
Berrien	13	150	0	0	(S)	5
Branch	12	60	50	50	50	3
Calhoun	13	No max	240 hours	240 hours	240 hours	5
Cass	8	(a)	(a)	(a)	(a)	5
Charlevoix	13	65	25	25	25	3
Cheboygan	12	45	50	50	50	3
Chippewa	15	150	(b)	(b)	(b)	3
Clare	12	70	50	50	50	5
Clinton	13	No max	0	50	50	3
Crawford	(hhh)					
Delta	13	146	50	50	50	3
Dickinson	12	110	25	0	50	3
Eaton	9.75	62.5	0	0	50	3
Emmet	12	0	0	0	0	3
Gd Traverse	0	N/A	N/A	N/A	N/A	3
Genesee	0	N/A	N/A	N/A	N/A	4
Gladwin	12	70	50(1)	50(1)	50(1)	5
Gogebic	12	115	50	100	100	3
Gratiot	12	60	0	50	50	3
Hillsdale	12	30	50	50	50	3
Houghton	12	120	50 (45d/m)	50 (45d/m)	50 (45d/m)	5
Huron	13	100	50	100	50	5
Ingham	14.63	240	(PPP)	(PPP)	(PPP)	5
Ionia	12 (q)	90	50	50	50	3
Iosco	12	120	50	50	50	3
Iron	12	210	50	50	50	0
Isabella	12	60	50(v)	50(v)	50(v)	3-5

SICK LEAVE

County	Paid Sick Days/Year	Maximum Accumulation	% Pay for unused sick leave upon:			Bereavement Leave Days Immed. Family
			Separation	Death	Retirement	
Jackson	(x)	(x)	50 (x)	50 (x)	50 (x)	3
Kalamazoo	9.75	No max	(DD)	0	50 (EE)	0
Kalkaska	(hhh)					
Kent	12	180	0	0	0	5
Keweenaw	12	90	50	50	50	3
Lake	6	6	50	50	50	3
Lapeer	13	160	0	0	0	5
Leelanau	12	120	25 (PP)	25	25	4
Lenawee	(SS)	N/A	N/A	N/A	N/A	0
Livingston	12	120	50	50	50	3
Luce	12	No max	50 (90d/m)	50 (90d/m)	50 (90d/m)	0
Mackinac	12	90	0	0	50	3
Macomb	12	180	0	50	50	3
Manistee	(aa)	N/A	N/A	N/A	N/A	3
Marquette	13	No max	75 d/m	75 d/m	75 d/m	3-5
Mason	12	150	50	50	50	1
Mecosta	12	No max	0	50 (60d/m)	50 (60d/m)	3
Menominee	12	120	50	50	50	3
Midland	(SS)	N/A	N/A	N/A	N/A	3
Missaukee	12	60	0	0	0	3
Monroe	6-8	8	50	50	50	3
Montcalm	13	90	0	50	50	3
Montmorency	(pp)	50	0	0	0	3
Muskegon	12	180	50	75	75	3
Newaygo	7	7	0	100	100	5
Oakland	(aa)	N/A	0	50	50	3
Oceana	12	90	50	50	50	3
Ogemaw	12	96	(tt)	(tt)	(tt)	3
Ontonagon	12	100	35	50	50	5
Osceola	12	No max	50	50	50	3
Oscoda	12	40	0	0	0	5
Otsego	6	6 (fff)	(fff)	(fff)	(fff)	3
Ottawa	6	12	0	0	0	4
Presque Isle	13	100	0	50	50	3
Roscommon	12	1000	50	100	50	3
Saginaw	(AAA)	1200 hrs	50	50	50	3-5
Sanilac	12 (YYY)	80	0	50	50	5

SICK LEAVE

County	Paid Sick Days/Year	Maximum Accumulation	% Pay for unused sick leave upon:			Bereavement Leave Days
			Separation	Death	Retirement	Immed.Family
Schoolcraft	12	100	0	0	0	3
Shiawassee	12	30	15	15	15	5
St Clair	12	30	50	50	50	5
St Joseph	13	120	50	50	50	5
Tuscola	12	150	25	100 (DDD)	100	3
Van Buren	7	(FFF)	(FFF)	(FFF)	(FFF)	3-5
Washtenaw	12	No max	50	50	50	5
Wayne	12	72	50	100	75	3-5
Wexford	6	12	0	0	0	3

County	Type of Coverage	HEALTH INSURANCE		LIFE INSURANCE		
		Master/ Major Medical	Prescrip. Rider	Percent Paid by Funding Unit	Amount of Coverage	Percent Paid by Funding Unit
Alcona	FAMILY	Yes	Yes	100	10000	100
Alger	FAMILY	Yes	Yes	100	50000	100
Allegan	FAMILY	Yes	Yes	95	10000	100
Alpena	FAMILY	Yes	Yes	100	15000	100
Antrim	FAMILY	Yes	Yes	100	15000	100
Arenac	FAMILY	Yes	Yes	100	20000	100
Baraga	FAMILY	Yes	Yes	100	10000	100
Barry	FAMILY	Yes	Yes	100	17000	100
Bay	FAMILY	Yes	Yes	93	20000 (Q)	100
Benzie	FAMILY	Yes	Yes	100	12000	100
Berrien	FAMILY	Yes	No	94	50000	100
Branch	FAMILY	Yes	Yes	100	10000	100
Calhoun	FAMILY	Yes	Yes	100	1xsalary (X)	100
Cass	FAMILY	Yes	Yes	94.59	25000	100
Charlevoix	FAMILY	Yes	Yes	100	0	N/A
Cheboygan	FAMILY	Yes	Yes	100 (e)	0	N/A
Chippewa	FAMILY	Yes	Yes	100	30000	100
Clare	FAMILY	Yes	Yes	100	20000	100
Clinton	FAMILY	Yes	Yes	100	20000	100
Crawford	(hhh)				0	N/A
Delta	FAMILY	Yes	No	100	10000	100
Dickinson	FAMILY	Yes	Yes	(JJJ)	10000	100
Eaton	FAMILY	Yes	Yes	100	20000	100
Emmet	INDIVIDUAL	Yes	Yes	100	20000	100
Gd Traverse	FAMILY	Yes	Yes	100	1x salary(n)	100
Genesee	FAMILY	Yes	Yes	100	35-50000	100
Gladwin	FAMILY	Yes	Yes	80	15-30000	100
Gogebic	FAMILY	Yes	Yes	100	10000	100
Gratiot	FAMILY	Yes	Yes	100	10000	100
Hillsdale	FAMILY	Yes	Yes	(MMM)	0	N/A
Houghton	FAMILY	Yes	Yes	100	10-50000	100
Huron	FAMILY	Yes	Yes	100	10000	100
Ingham	FAMILY	Yes	Yes	100 (QQQ)	25-40000	100
Ionia	FAMILY	Yes	Yes	(s)	5000	100
Iosco	FAMILY	Yes	Yes	100	20000	100
Iron	FAMILY	Yes	No	40	10000	100
Isabella	FAMILY	Yes	Yes	100	25000	100

County	Type of Coverage	HEALTH INSURANCE		LIFE INSURANCE		
		Master/ Major Medical	Prescrip. Rider	Percent Paid by Funding Unit	Amount of Coverage	Percent Paid by Funding Unit
Jackson	FAMILY	Yes	Yes	100 (y)	30000	100
Kalamazoo	FAMILY	Yes	Yes	(FF)	(FF)	(FF)
Kalkaska	(hhh)				0	N/A
Kent	FAMILY	Yes	Yes	90	20-50000	100
Keweenaw	FAMILY	Yes	Yes	100	5000	100
Lake	FAMILY	Yes	Yes	100	20000	100
Lapeer	FAMILY	Yes	Yes	100	25000	100
Leelanau	FAMILY	Yes	Yes	100	30000	100
Lenawee	FAMILY	Yes	Yes	96	(TT)	100
Livingston	FAMILY	Yes	Yes	(FF)	2 x Sal. (VV)	100
Luce	INDIVIDUAL	Yes	Yes	100	0	N/A
Mackinac	FAMILY	Yes	Yes	100	20000	100
Macomb	FAMILY	Yes	Yes	100	16500	100
Manistee	FAMILY	Yes	Yes	100	10000	100
Marquette	FAMILY	Yes	Yes	100	1.5 x salary	100
Mason	FAMILY	Yes	Yes	(cc)	15000	100
Mecosta	FAMILY	Yes	Yes	90	10000	100
Menominee	FAMILY	Yes	Yes	100	10000	100
Midland	FAMILY	Yes	Yes	95.5	50000 (hh)	100
Missaukee	FAMILY	Yes	Yes	100	1.5 x Salary	100
Monroe	FAMILY	Yes	Yes	100 (TTT)	20-50000	100
Montcalm	FAMILY	Yes	Yes	(ll)	0	N/A
Montmorency	FAMILY	Yes	Yes	100 (qq)	15000	100
Muskegon	FAMILY	Yes	Yes	100	1 x salary	100
Newaygo	FAMILY	No	Yes	100	12500	100
Oakland	FAMILY	Yes	Yes	100	1.5 x salary	100
Oceana	FAMILY	Yes	Yes	100	20000	100
Ogemaw	FAMILY	Yes	Yes	100	15000	100
Ontonagon	FAMILY	Yes	No	100	10000	100
Osceola	FAMILY	Yes	Yes	100	5000	100
Oscoda	FAMILY	Yes	Yes	(FF)	0	N/A
Otsego	FAMILY	Yes	Yes	100	0	N/A
Ottawa	FAMILY	Yes	Yes	100	1.5 x salary	100
Presque Isle	FAMILY	Yes	Yes	100	10000	100
Roscommon	FAMILY	Yes	Yes	100 (yy)	10000	100
Saginaw	FAMILY	Yes	Yes	90	15-50000	100
Sanilac	FAMILY	Yes	Yes	100	10000	100

County	Type of Coverage	HEALTH INSURANCE			LIFE INSURANCE	
		Master/ Major Medical	Prescrip. Rider	Percent Paid by Funding Unit	Amount of Coverage	Percent Paid by Funding Unit
Schoolcraft	FAMILY	Yes	Yes	95	10000	100
Shiawassee	FAMILY	Yes	Yes	80 (CCC)	10000	100
St Clair	FAMILY	Yes	Yes	100	25-47500	100
St Joseph	FAMILY	Yes	Yes	95	15000	100
Tuscola	FAMILY	Yes	Yes	100	25000	100
Van Buren	FAMILY	Yes	Yes	100	15000	100
Washtenaw	FAMILY	Yes	Yes	100	1 x salary	100
Wayne	FAMILY	Yes	Yes	100	20-50000	100
Wexford	FAMILY	Yes	Yes	100	15000	100

OTHER INSURANCE

County	Dental	Percent Paid by Funding Unit	Long Term Disability	Percent Paid by Funding Unit	Sickness & Accident	Percent Paid by Funding Unit	Optical	Percent Paid by Funding Unit	Other
Alcona	Yes	100	No	N/A	No	N/A	Yes	100	No
Alger	Yes	100	No	N/A	No	N/A	Yes	100	No
Allegan	Yes	95	No	N/A	No	N/A	Yes	95	No
Alpena	Yes	(F)	No	N/A	Yes	100	Yes	(F)	No
Antrim	Yes	100	Yes	100	No	N/A	No	N/A	No
Arenac	Yes	100	No	N/A	No	N/A	Yes	100	No
Baraga	Yes	100	No	N/A	No	N/A	Yes	100	No
Barry	Yes	(M)	Yes	100	No	N/A	Yes	(M)	No
Bay	Yes	(R)	No	N/A	Yes	100	Yes	(R)	No
Benzie	Yes	50	No	N/A	No	N/A	Yes	50	No
Berrien	Yes	(aaa)	No	N/A	Yes	100	Yes	(aaa)	No
Branch	Yes	100	No	N/A	Yes	100	No	N/A	No
Calhoun	Yes	100	No	N/A	Yes	100	Yes	100	No
Cass	Yes	100	Yes	0	Yes	100	Yes	100	No
Charlevoix	Yes	100	No	N/A	No	N/A	Yes	0	No
Cheboygan	Yes	100 (e)	No	N/A	No	N/A	Yes	100 (e)	Yes
Chippewa	Yes	50	No	N/A	No	N/A	Yes	50	No
Clare	Yes	100	No	N/A	No	N/A	Yes	100	No
Clinton	Yes	80	Yes	100	Yes	100	No	N/A	No
Crawford	(hhh)								
Delta	Yes	100	No	N/A	No	N/A	Yes	100	No
Dickinson	Yes	100 (KKK)	No	N/A	No	N/A	Yes	100	No
Eaton	Yes	100	No	N/A	Yes	100	No	N/A	No
Emmet	Yes	100	Yes	33.33	No	N/A	Yes	100	No
Gd Traverse	Yes	100	No	N/A	Yes	100	Yes	100	No
Genesee	Yes	100	Yes	100	Yes	100	Yes	100	No
Gladwin	No	N/A	No	N/A	No	N/A	Yes	80	No
Gogebic	Yes	100	No	N/A	No	N/A	Yes	(m)	No
Gratiot	Yes	(p)	No	N/A	No	N/A	Yes	(p)	No
Hillsdale	No	N/A	Yes	0 (NNN)	Yes	0 (NNN)	No	N/A	No
Houghton	Yes	100	No	N/A	No	N/A	Yes	100	No
Huron	Yes	100	No	N/A	No	N/A	Yes	100	No
Ingham	Yes	100	No	N/A	No	N/A	Yes	100	No
Ionia	Yes	0 (r)	Yes	0 (r)	Yes	0 (r)	No	N/A	No
Iosco	Yes	50	No	N/A	No	N/A	No	N/A	No
Iron	Yes	100	No	N/A	No	N/A	Yes	100	No
Isabella	Yes	100	No	N/A	No	N/A	Yes	100	No

OTHER INSURANCE									
County	Dental	Percent Paid by Funding Unit	Long Term Disability	Percent Paid by Funding Unit	Sickness & Accident	Percent Paid by Funding Unit	Optical	Percent Paid by Funding Unit	Other
Jackson	Yes	(z)	Yes	(z)	Yes	(z)	Yes	(z)	No
Kalamazoo	Yes	(FF)	Yes	100	Yes	(FF)	Yes	(FF)	Yes
Kalkaska	(hhh)								
Kent	Yes	100	Yes	100 (JJ)	No	N/A	Yes	100	No
Keweenaw	Yes	50	No	N/A	No	N/A	No	N/A	No
Lake	Yes	100	Yes	100	Yes	100	Yes	0	No
Lapeer	Yes	100	No	N/A	No	N/A	Yes	100	No
Leelanau	Yes	100	No	N/A	No	N/A	Yes	100	No
Lenawee	Yes	100	Yes	100	Yes	100	No	N/A	No
Livingston	Yes	(FF)	Yes	(FF)	No	N/A	Yes	(FF)	No
Luce	Yes	100	No	N/A	No	N/A	Yes	100	No
Mackinac	Yes	100	No	N/A	No	N/A	Yes	100	No
Macomb	Yes	100	Yes	100	No	N/A	Yes	100	No
Manistee	Yes	100	No	N/A	Yes	100	No	N/A	Yes
Marquette	Yes	100	No	N/A	No	N/A	Yes	100	No
Mason	Yes	(dd)	No	N/A	No	N/A	Yes	(dd)	No
Mecosta	Yes	100	No	N/A	No	N/A	Yes	100	No
Menominee	Yes	100	No	N/A	No	N/A	Yes	100	No
Midland	Yes	95.5	Yes	100	Yes	66.6	Yes	95.5	Yes
Missaukee	Yes	100	No	N/A	No	N/A	No	N/A	No
Monroe	Yes	100	Yes	100	Yes	100	Yes	100	No
Montcalm	Yes	(mm)	No	N/A	No	N/A	Yes	(mm)	No
Montmorency	No	N/A	Yes	100	No	N/A	Yes	80	No
Muskegon	Yes	100	No	N/A	No	N/A	No	N/A	No
Newaygo	Yes	100	No	N/A	No	N/A	Yes	100	Yes
Oakland	Yes	100	Yes	100	Yes	100	Yes	100	No
Oceana	Yes	100	No	N/A	No	N/A	Yes	100	No
Ogemaw	Yes	100	No	N/A	No	N/A	Yes	100	No
Ontonagon	Yes	100	No	N/A	No	N/A	No	N/A	No
Osceola	Yes	100	No	N/A	No	N/A	No	N/A	No
Oscoda	Yes	100	No	N/A	No	N/A	Yes	100	No
Otsego	Yes	100	Yes	100	No	N/A	Yes	100	No
Ottawa	Yes	60	Yes	100	Yes	100	Yes	90	No
Presque Isle	No	N/A	No	N/A	No	N/A	No	N/A	No
Roscommon	Yes	50	No	N/A	Yes	100	Yes	100	No
Saginaw	Yes	90	Yes	60	No	N/A	Yes	100	No
Sanilac	Yes	(ZZZ)	No	N/A	No	N/A	Yes	(ZZZ)	No

OTHER INSURANCE

County	Dental	Percent Paid by Funding Unit	Long Term Disability	Percent Paid by Funding Unit	Sickness & Accident	Percent Paid by Funding Unit	Optical	Percent Paid by Funding Unit	Other
Schoolcraft	Yes	95	Yes	95	Yes	95	Yes	95	No
Shiawassee	Yes	100	Yes	100	No	N/A	No	N/A	No
St Clair	Yes	100	Yes	100	No	N/A	Yes	100	No
St Joseph	Yes	50	No	N/A	Yes	100	No	N/A	No
Tuscola	Yes	100	No	N/A	No	N/A	Yes	100	No
Van Buren	Yes	100	Yes	100	No	N/A	No	N/A	No
Washtenaw	Yes	100	Yes	(FF)	Yes	(FF)	Yes	(FF)	No
Wayne	Yes	100	Yes	100	No	N/A	Yes	100	No
Wexford	Yes	100	No	N/A	Yes	100	No	N/A	Yes

County	Name of System	RETIREMENT		HOLIDAYS	
		Percent of Employee Contribution	Percent of Funding Unit Contribution	Personal Leave Days	Number of Holidays
Alcona	MERS	3	Act det	0	12
Alger	MERS	0	Act det	0	15
Allegan	MERS	4	Act det	0	13
Alpena	MERS	0	Act det	2	13
Antrim	MERS	0	Act det	0	12
Arenac	MERS	3	Act det	3	12.5
Baraga	MERS	0	Act det	3	12
Barry	MERS	1.71	Act det	3	12
Bay	Co Plan	0	Act det	3	13
Benzie	MERS	0	Act det	2	12
Berrien	Co Plan	4.5-4.75 (bbb)	3.8	2	12
Branch	John Hancock	3-5	Act det	2	12.5
Calhoun	Co Plan	Varies	5 (Z)	0	12.5
Cass	MERS (b)	1-12 (b)	.88-3 (b)	0	13
Charlevoix	MERS	0	Act det	2	8.5
Cheboygan	MERS	3	Act Det	2	13
Chippewa	MERS	2	Act det	2	13.5
Clare	MERS	3-5	3.8	3	12.5
Clinton	MERS	0	Act det	3	12.5
Crawford	(hhh)				
Delta	MERS	0	Act det	1	11.5
Dickinson	MERS	2	Act det	2	11
Eaton	MERS	5.5-6.7	7-7.63	3	12
Emmet	Defined Cont.	0	8	1	11.5
Gd Traverse	MERS (o)	0	Act det	8	12
Genesee	Co Plan	.5-5	10-11.09	7	14
Gladwin	MERS	3.8	3.8	3	12.5
Gogebic	Co Plan	0	Act det	2	11.5
Gratiot	MERS	0	Act det	2	12.5
Hillsdale	Co Plan	2-10	Act det	3	12.5
Houghton	MERS	0	Act det	2	14.5
Huron	MERS	Std	Act det	0	12.5
Ingham	MERS	2.96	Act det	2.5	14
Ionia	AETNA	3	5	(q)	12.5
Iosco	MERS	0	Act det	3	12.5
Iron	MERS	0	Act. det.	3	12
Isabella	MERS	0	Act det	3-5	12.5

County	Name of System	RETIREMENT			HOLIDAYS
		Percent of Employee Contribution	Percent of Funding Unit Contribution	Personal Leave Days	Number of Holidays
Jackson	Co Plan	(AA)	0	(x)	11.5
Kalamazoo	Co Plan	0	Act det	30 hrs	8
Kalkaska	(hhh)				
Kent	Co Plan	2.64	0	(KK)	10
Keweenaw	MERS	1	Act det	(MM)	11
Lake	MERS	0	Act det	4	12.5
Lapeer	MERS	0	Act det	3	11.5
Leelanau	MERS	0	Act det	(QQ)	12.5
Lenawee	Mass Mutual	4.5 (UU)	Act det	0	11.5
Livingston	MERS	Varies	Act det	2 (WW)	13
Luce	MERS	0	Act det	3	13.5
Mackinac	MERS	0	Act det	4	14
Macomb	MERS	2.5	14.5	2	15.5
Manistee	MERS	0	Act det	7 (bb)	12
Marquette	MERS	2	Act det	5	13
Mason	MERS	0	Act det	2	13.5
Mecosta	MERS	1.34	11.09	1	11.5
Menominee	MERS	0	4	4	11
Midland	Co Plan	3	Act det	3	13
Missaukee	(jj)	0	Act det	0	14.5
Monroe	Co Plan	(UUU)	Act det	4	12.5
Montcalm	Co Plan	5	Varies	3	13
Montmorency	MERS	0	Act det	8 (pp)	12
Muskegon	MERS	0	Act det	2	12
Newaygo	MERS	0	Act det	(ss)	14
Oakland	Co Plan	0-3	Act det	5	13
Oceana	MERS	3-5	Act det	0	12
Ogemaw	MERS	5.5	13.5	5	13
Ontonagon	MERS	0	Act det	5	13
Osceola	MERS	0	Act det	3	12.5
Oscoda	MERS	1-4	24.15	0	12.5
Otsego	MERS	0	11	2	13
Ottawa	MERS	2	Act det	0	13
Presque Isle	MERS	0	0	2	12
Roscommon	MERS	0	Act det	3	12
Saginaw	MERS/ICMA	0	Act det	(AAA)	12.5
Sanilac	Co Plan	0	Act det	2	12.5

County	Name of System	RETIREMENT			HOLIDAYS
		Percent of Employee Contribution	Percent of Funding Unit Contribution	Personal Leave Days	Number of Holidays
Schoolcraft	MERS	0	Act det	2	15
Shiawassee	MERS	0	Act det	3	13.5
St Clair	Co Plan	5	Act det	0	12
St Joseph	Co Plan	0	Act det	2 (WW)	13
Tuscola	MERS	3-5	6.62	0	13
Van Buren	Co Plan	0-3	5-10	2	12
Washtenaw	Scudder	7.5	7.5	0	12.5
Wayne	Co Plan	Varies	Varies	4	15.5
Wexford	MERS	2	Act det	3	12.5

LONGEVITY/MILEAGE

Longevity after the following years of service:

County	5	10	15	20	25+	Mileage
Alcona	No Plan					.30
Alger	200	200	300	400	500	.30
Allegan	300	350	400	450	450	.345
Alpena	100 (G)	150	200	250	250	.295
Antrim	No Plan					.30
Arenac	200	300	400	500	500	.345
Baraga	1%	2%	3%	4%	5%	.30
Barry	125	250	375	500	600	.345
Bay	No Plan					.345
Benzie	300	500	500	500	500	.32
Berrien	No Plan					.345
Branch	125	250	375	500	500	.30
Calhoun	200	400	600	800	800	.28
Cass	No Plan					.345
Charlevoix	No Plan					.345
Cheboygan	100	200	300	300	300	.31
Chippewa	(g)					.345
Clare	2.5%(j)	5%	7.5%	10%	10%	.31
Clinton	300	500	600	700	800	.345
Crawford	(hhh)					
Delta	325	500	600	600	600	.345
Dickinson	200	400	600	800	1000	.345
Eaton	200	500	800	1100	1100	.345
Emmet	No plan					.345
Gd Traverse	50	300	550	800	1050	.345
Genesee	0	4%	6%	10%	10%	.345
Gladwin	0	320	320	480	480	.315
Gogebic	182	364	546	728	910	.345
Gratiot	No Plan					.3175
Hillsdale	200	300	400	500	500	.325
Houghton	200	300	400	500	500	.325
Huron	125	275	400	550	550	.25
Ingham	3% (RRR)	5%	7%	9%	9%	.345
Ionia	250 (t)	500	1000	1000	1000	.345
Iosco	250	420	570	750	750	.345
Iron	No Plan					.345
Isabella	No Plan					.30

LONGEVITY/MILEAGE

Longevity after the following years of service:

County	5	10	15	20	25+	Mileage
Jackson	2% (BB)	3%	4%	4%	4%	.345
Kalamazoo	0	200	375	600	875	.345
Kalkaska	(hhh)					
Kent	0 (LL)	2%	4%	6%	8%	IRS RATE
Keweenaw	No Plan					.25
Lake	350	400	450	500	550	.325
Lapeer	150	375	750	750	750	.345
Leelanau	500 (RR)	700	800	800	800	.345
Lenawee	No Plan					.325
Livingston	1% (XX)	2%	3%	3%	3%	.325
Luce	500	1000	1125	1250	1375	.25
Mackinac	500	1000	1500	2000	2000	.325
Macomb	2%	4%	6%	8%	10%	.30
Manistee	No Plan					.35
Marquette	0	250	400	500	500	.345
Mason	100	100	100	200	200	.34
Mecosta	460	720	720	720	720	.345
Menominee	(ff)					.325
Midland	1% (ii)	3%	5%	7%	7%	.345
Missaukee	180	205	300	425	425	.325
Monroe	125 (VVV)	250	375	500	625	.345
Montcalm	200 (nn)	300	400	500		.30
Montmorency	(rr)					.32
Muskegon	250 (WWW)					.22
Newaygo	200	300	500	800	800	.325
Oakland	0	4%	6%	10%	10%	.345
Oceana	200	300	500	500	500	.31
Ogemaw	150	200	250	300	300	.345
Ontonagon	1%	2%	3%	5%	6%	.32
Osceola	160	380	570	760	760	.30
Oscoda	No Plan					.30
Otsego	(ggg)					.325
Ottawa	250	500	750	1000	1250	.345
Presque Isle	No Plan					.32
Roscommon	125	260	435	610	610	.34
Saginaw	(BBB)					.345
Sanilac	0	0	150	300		.345

LONGEVITY/MILEAGE

Longevity after the following years of service:

County	5	10	15	20	25+	Mileage
Schoolcraft	200	250	300	500	500	.325
Shiawassee	240 (DDD)	360	480	600	600	.29
St Clair	2%	4%	6%	8%	10%	.345
St Joseph	30/yr (EEE)	40/yr	40/yr	40/yr	40/yr	IRS RATE
Tuscola	No Plan					.25
Van Buren	No Plan					.345
Washtenaw	No Plan					.325
Wayne	No Plan					.36
Wexford	150	300	450	600	600	.345

2001 PROBATE COURT FOOTNOTES

- A. 2001 pay increase pending at the time the survey form was submitted.
- B. Part-time employee is paid \$8.37/hour.
- C. See Probate Register.
- D. See vacation; vacation and sick leave combined as paid time off. Maximum leave amount that can be carried into the new calendar year is 240 hours.
- E. See Deputy Probate Register.
- F. Employees receive \$360/year for dental and optical expenses.
- G. Reported longevity schedule is for employees hired after 6/30/89. Schedule for employees hired before 6/30/89: 5 years, 2.5%; 10 years, 3.5%; 15 years, 4.5%; 20 + years, 6% or \$950, whichever is greater.
- H. Employees paid 75% of unused sick leave each year in January.
- I. See Juvenile Section Administrator (Circuit Court-Juvenile Section).
- J. See Court Recorder (Circuit Court-Juvenile Section).
- K. Video tape recorded proceedings.
- L. 67% after 1/1/92.
- M. \$400 per year (maximum) for dental and optical expenses.
- N. Also serves as Circuit Court Family Division-Juvenile Section Administrator.
- O. Different accrual schedule for management employees.
- P. 50% for management employees.
- Q. \$50,000 for management employees.
- R. 50% and available only to management employees
- S. Part-time position/employee.
- T. Employees hired prior to 1992 receive 20 days after 10 years of employment.
- U. Also serves as Circuit Court and Circuit Court Family Division-Juvenile Section Administrator.
- V. See Probate Court Administrator.
- W. Court proceedings video tape recorded in one courtroom.
- X. \$50,000 maximum.
- Y. Different schedule for non-union employees.
- Z. Vacation days may be carried over one year to a future date with prior department head approval.
- a. Employees receive 8 days per year for use for any reason and are compensated for 60% of unused leave at the end of the year.
- b. MERS for non-union employees; county deferred compensation plan (457) for unionized employees. Employees in MERS contribute 5%; those in the deferred compensation plan contribute 1%-12% Funding unit contributes .88% to MERS; 3% (maximum) to the deferred compensation plan.
- c. Also serves as Family Court Administrator.
- d. See Court Recorder.
- e. Effective 1/1/01 only fully-paid individual coverage is provided to employees hired on or after 1/1/01.
- f. See Juvenile Register (Circuit Court-Juvenile Section).
- g. 4-7 years, \$.05/hour; 8-11 years, \$.10/hour; 12-19 years, \$.15/hour; 20 + years, \$.20/hour.
- h. Also serves as Circuit Court and Circuit Court Family Division (FOC and Juvenile Sections) Administrator.
- i. See Juvenile Register and Deputy Juvenile Register (Circuit Court-Juvenile Section).
- j. Longevity available only to employees hired prior to 1/1/84 (\$1,400 maximum).
- k. See Clare.

- l. If more than 5 years of service.
- m. \$200 annual allowance for family optical expenses.
- n. 1 x salary or \$20,000, whichever is greater.
- o. Employees also have a defined contribution plan. Funding unit contributes 6% with optional 3% match if employee contributes 3%.
- p. \$500 allowance for dental and optical expenses.
- q. Sick leave and personal leave combined. One personal leave day is earned per month; maximum accumulation is 90 days.
- r. Coverage is optional; employees pay 100% of the premium.
- s. Employees pay \$30/month.
- t. Longevity available only to employees hired before 5/14/80.
- u. See Circuit Court Administrator (Circuit Court Section).
- v. After 10 years of service.
- w. See Chief Deputy Probate Register.
- x. See vacation; vacation sick and personal leave combined. When sick leave program ended in 1995, employees with a bank of sick leave were allowed to continue to use sick leave. Upon separation, employees are paid for a maximum of 960 banked hours at 50% of their rate of pay.
- y. 100% for employees hired before 1/1/93. Employees hired on or after 1/1/93 pay a portion of the premium (amount depends on coverage selected).
- z. Amount paid varies and depends on coverage selected from the insurance cafeteria plan.
- AA. Employees make a one-time choice of 2.5%, 6.02% or 9.45% for a 2%, 2.25% or 2.5% multiplier, respectively.
- BB. Longevity schedule is for union employees hired on or before 1/1/99; not available to employees hired after 1/1/99. Performance incentive pay of 0-4% for non-union and management employees; not available to employees hired after 4/20/99.
- CC. 35 days for managers.
- DD. No sick leave payoff if hired after 1986; 25% if hired prior to 1986.
- EE. Up to 800 hours.
- FF. Flexible benefit plan; amount of coverage and premium paid depends on options selected.
- GG. See 46th Circuit Court Administrator (Circuit Court Section).
- HH. See 46th Circuit Court Recorder (Circuit Court Section).
- II. See Secretary.
- JJ. Available only to management employees.
- KK. One additional day after 6 years of employment.
- LL. Longevity computed on base pay up to \$6,000 and is not available to employees hired on or after 10/1/88.
- MM. Up to 4 days of sick leave per year can be used as personal leave.
- NN. Trial Court Administrator-Circuit Court, Circuit Court Family Division (FOC and Juvenile Sections), District Court and Probate Court.
- OO. See Court Reporter (Circuit Court-Juvenile Section).
- PP. 25% for first 2 years of employment; 40% after third year of employment.
- QQ. See sick leave; sick and personal leave combined.
- RR. Different longevity schedule for employees participating in the deferred compensation plan.
- SS. See vacation; vacation and sick leave combined.
- TT. 1% of salary; \$50,000 maximum.
- UU. Eligible employees hired on or after 1/1/01 are in a defined contribution plan with a mandatory member contribution of 7.5% of gross pay.
- VV. 2 x salary for unionized employees; 1 x salary for non-union employees.

WW. Two days of sick leave per year may be converted to personal leave.

XX. Available only to unionized employees.

YY. 210-290 hours; amount depends on years of service.

ZZ. Part-time employee is paid \$9.60-\$11.54/hour.

aa. See personal leave; sick and personal leave combined. When formal sick leave plan was abolished employees could retain their sick leave banks.

bb. Employees paid for up to 3 unused days at the end of the year.

cc. Funding unit pays 100% of health insurance premium for employees hired prior to 1/1/97. Employees hired after 1/1/97 pay 10%-20% of the premium (amount decreases to a minimum of 10% based on years of service).

dd. Employees receive \$600/year for dental and optical care.

ee. See Judicial Secretary.

ff. \$100 after 3 years; \$25 for each year thereafter (\$650 maximum).

gg. Reported vacation accrual schedule is for employees hired on or after 11/16/93; different schedule for employees hired before 11/16/93.

hh. 1 x salary; \$50,000 minimum.

ii. Employees hired on or after 11/2/93 are not eligible for longevity.

jj. Nationwide Retirement Solutions.

kk. See Typist Clerk.

ll. Employees pay approximately \$25/month.

mm. \$350 per year for dental or optical expenses.

nn. Longevity available only to employees hired prior to 1/1/87.

oo. Part-time employee is paid \$8.23/hour.

pp. See personal leave; sick and personal leave combined. At year end any personal leave days in excess of 3 are transferred to employees' sick banks; no pay off of sick bank upon separation, death or retirement.

qq. In lieu of health insurance employees receive \$125/month.

rr. Longevity available only to full-time employees hired prior to 1/1/98. Eligible employees receive \$50 for each consecutive year of service up to 12/31/97.

ss. At the discretion of the judge.

tt. \$30/day sick leave payoff.

uu. Receives additional \$1,000 for court recording duties.

vv. See Mecosta.

ww. Receives additional \$300 for serving as court recorder.

xx. Receives approximately \$784/year for on-call duties.

yy. Funding unit pays 100% of premium up to a set amount. Funding unit and court employees each pay 50% of premium that exceeds the set amount.

zz. Part-time employee is paid \$12.06/hour.

AAA. See vacation; vacation, sick and personal leave combined as paid time off (PTO). Maximum accumulation is 1200 hours. Non-union employees receive 7 personal days.

BBB. \$20/year of service.

CCC. 100% for employees hired before 9/1/95; 80% for employees hired after 9/1/95.

DDD. Longevity only available to employees hired before 10/11/84.

EEE. Employees hired after 12/8/93 are not eligible for longevity.

FFF. Employees who earned sick leave prior to 1/1/97 could keep leave bank or be paid for unused days. Effective 1/1/97 employees receive payoff annually for unused days. Maximum payoff is 325 hours.

GGG. Reported pay range is for several job classifications that perform this function.

HHH. Court recording services provided by family division employees.

III. Part-time employee is paid \$9.97/hour.

JJJ. Funding unit pays up to 8% per year premium increase.

KKK. 80%-100%; amount paid depends on plan selected.

LLL. See Circuit Court Administrator (Circuit Court Section).

MMM. 50% of any increase in premium will be shared 50/50 between employees and funding unit. Employee share is limited to \$30 per month.

NNN. Coverage is optional; employees pay 100% of the premium.

OOO. OPEIU and UAW members allowed to accumulate 37.5 days of vacation; managers can accumulate 47.5 days.

PPP. 4-7 years, \$.05/hour; 8-11 years, \$.10/hour; 12-20 years, \$.13/hour; 20 + years, \$.20/hour.

QQQ. Up to a benchmark amount.

RRR. Longevity is a percentage of base salary up to \$18,000. Base salary above \$18,000 is not included in longevity computation.

SSS. See Circuit Court Recorder/Reporter (Circuit Court Section).

TTT. Master or major medical included with traditional health insurance. Employees with PPO or HMO coverage do not have master or major medical.

UUU. Zero (0) for employees hired before 1/1/97; 1.5% for employees hired between 1/1/97 and 1/1/99; and 3% for employees hired after 1/1/99.

VVV. Longevity not available to employees hired after 12/3/88.

WWW. \$50 for each additional year completed after 5 years of service; maximum longevity pay is \$1,000.

XXX. Receives additional \$4,200 for serving as court recorder.

YYY. 24 days after 5 years of service.

ZZZ. \$400 allowance for dental and optical expenses for union members. Part of fully paid health insurance coverage for non-union employees.

aaa. Union and non-union employees receive \$400 and \$500/year, respectively, reimbursement for dental and optical expenses.

bbb. 4.75% for unionized employees; 4.5% for non-union employees.

ccc. See 46th Circuit Court Administrator (Circuit Court Section).

ddd. See 46th Circuit Court Recorder (Circuit Court Section).

eee. Reported salary is based on a 37.5 hour work week; \$20,293-\$38,675 if a 35 hour work week.

fff. On 12/31 each year employees are paid \$50 for each unused sick leave day (max. accrual is 6 days per year). Employees are paid \$50 for each unused day upon separation, death or retirement.

ggg. Longevity plan frozen at the 2000 rate and 100% of the frozen rate was paid in 2000; 50% of the frozen rate will be paid in 2001 and 2002. In 2003 longevity pay will be eliminated.

hhh. See the Otsego County Probate Division of the 46th Circuit Trial Court.

iii. Courts were asked to pro-rate the number of employees working in more than one division/unit of the court, and to report the FTE number of individuals performing trial court work who are not trial court employees in the "Other" category (e.g. independent contractors, sheriff deputies serving as bailiffs, etc.).

jjj. With 20 years of service.